

Goal: Self-Advocacy/Self-Determination

Establish, strengthen, and expand self-advocacy activities among persons with developmental disabilities so they will become empowered to be self-determined.

Objective 1:

The Council will increase and support opportunities for persons with I/DD who are community leaders, to provide leadership training and (**peer**) mentoring that will prepare and support their peers who wish to promote the positive perception and inclusion of person with I/DD in their community.

Key Activity:

- Conduct up to 6 community meetings with a minimum of 30 self-advocates that are interested in participating in leadership development skills/peer leadership training. **Update: 20 self-advocates and 20 family members attended 8 community meetings. Erica/Marcy to chat with Larry to discuss ways to collaborate and work with Public Policy Committee. With SILC's leadership training, there is potential to support what they are doing for the remainder of the year, which will further support this activity and increase number trained.**

Expected Outcomes

- 15 of the 30 identified self-advocates self-identify as leaders and agree to participate in leadership development skills training/peer leadership training. **Update: With Morrison assistance, Erica to obtain follow up info from 20 Latino participants to determine interest in leadership development and share with Public Policy committee.**

Objective 2:

The Council will support the participation of persons with I/DD in cross disability, culturally diverse leadership coalitions and groups that address issues of importance to persons with I/DD.

Key Activities:

- (In conjunction with implementing Objective 1), conduct community meetings with self-advocates and family members who are interested in mentoring and/or joining and participating on cross disability, and culturally diverse coalitions. **Erica/Marcy will work with Larry Wanger and Public Policy on this and help support his leadership academy through 9/30/17.**
- Research and identify community coalitions/groups that have a current opening for self-advocates to apply and join, and identify barriers to accepting applications. Research in unserved/underserved a statewide focus. **Krystal or Erica's student to complete by 9/30 and share with Public Policy committee.**

Expected Outputs

- One report is developed by staff to self-advocacy standing committee that outlines a minimum of 5 cross disability, culturally diverse coalitions, and barriers to joining. **Krystal or Erica's student** to complete this research by September 30, 2017 and share with Larry Wanger, Public Policy committee, and post on our website.

Expected Outcomes

- A minimum of 5 cross disability, culturally diverse leadership coalitions have been identified by staff to share with self-advocates and committee members. **Krystal or Erica's student** will complete by 9/30/17
- A minimum of 3 persons with I/DD will apply for joining a cross-disability board/coalition. **Erica** will follow up with interested self-advocates and start connecting to Larry and other groups by 9/30/17.

Goal: Employment

Increase awareness of the employment potential of people who have developmental disabilities, link them to resources needed to achieve their employment potential, and foster job creation, hiring, retention, promotion, and self-employment.

Objective 1:

Through collaboration with DD Network partners (Institute for Human Development UCEDD, Sonoran UCEDD, Arizona Center for Disability Law, and Arizona Developmental Disabilities Planning Council - ADDPC), the DD Network and Employment First Core Group will increase awareness of the employment potential of people who have developmental disabilities, among individuals themselves, their families, employers, a wide variety of professionals who provide support, and the public.

Key Activities:

- DD Network partners and Employment First Core Group will develop a communications campaign to raise awareness for Employment First. **Sarah, Michael, and Susan** to develop a campaign strategy approved by Employment First.
- ADDPC staff and Employment standing committee will review existing and consider new employment programs for funding under the new State Plan. **The Council received a proposal to develop a new Arizona Employment First website and will forward to the Supporting Employment First Ad Hoc Committee for their review. The Committee will meet in August/September 2017 to make a decision and possible recommendation to fund new project.**

- ADDPC staff conducted up to 3 Employment standing committee meetings and approved new program funding. **Supporting Employment First will meet in August and September to discuss and approve new program funding for FY2018.**

Objective 2:

Promote/support the acquisition of job readiness and technical skills that people with developmental disabilities require for competitive integrated employment and/or self-employment which is consistent with informed choice by working with individuals starting at an early age through the life span, their families, and those who provide education and support to them.

Key Activities:

- Employment First Core Group will conduct an inventory of existing resources that are designed to prepare people with disabilities for employment, and self-employment. **Employment First Core Team is conducting an inventory of existing resources that are designed to prepare young people with disabilities for employment and self-employment. A MSW Graduate Intern from Arizona State University will complete inventory by September 30, 2017. Michael will oversee and will start with resources that already exist from Employment First Core Group.**
- Employment First Core Group developed 1 strategy to link individuals and families with information and resources. **Michael to ensure that there is a strategy to release resources from Employment First.**

Objective 3:

Foster job creation, hiring, retention, and promotion, by supporting employer to employer contacts to engage new employers in the hiring of people with disabilities. Build support and collaboration for self-employment.

- ADDPC Employment standing committee will review and recommend funding program(s) that support employer to employer contacts in the hiring of people with disabilities and promote diversity in the workplace. **Update: Supporting Employment First Ad Hoc Committee met on April 21, 2017 to brainstorm new employment project ideas for funding. Will meet again to discuss ideas for 2018 plan.**
- ADDPC will research evidence-based practices and build collaboration and support for self-employment as a viable competitive employment option. **Michael will share previous research on self-employment with Employment First and discuss strategies for inclusion in strategic plan.**
- ADDPC Employment standing committee identified strategies to support self-employment for people with disabilities. **Michael will share previous research on self-employment with Employment First and discuss strategies for inclusion in strategic plan.**

Expected Outcomes:

Erica to send note to Dara to determine if they have the metrics for the following outcomes for the Untapped project:

1. ADDPC supported employer to employer contacts to engage new employers in the hiring of people with disabilities.
2. ADDPC has model employer to employer program(s) to encourage the hiring of people with disabilities and encourage promotion of a diverse workforce.
3. Increased number of employers that value people with disabilities as an integral part of their workforce and have included them within general recruitment and hiring efforts as standard practice.

Goal: Inclusion

Motivate communities to include people of all ages who have developmental disabilities in all aspects of community life.

Objective 2:

Increase inclusion and build communities of support for people of all ages who have developmental disabilities and behavioral challenges through outreach, education, and system change by working in collaboration with people with developmental disabilities, their families, schools, other stakeholders, and communities (including Tribal communities).

Expected Outcomes: (Marcy & Lani to determine which grant connected to the following outcomes and confirm that we will have the metrics to report).

1. Schools, families, and other stakeholders make more informed decisions about how they manage behavioral challenges, and ultimately reduce seclusion and restraint.
2. Increased knowledge within the disability community about how to get needed supports and increase their inclusion with other communities.
3. Information will be transparent and easily accessed by consumers seeking to identify communities of support that maximize inclusion and encourage diversity.
4. Organizations and communities will feel recognized for their inclusion efforts and continue to collaborate with the developmental disability community.

Objective 3:

Identify and decrease barriers to inclusion in community life for people who have developmental disabilities throughout their lifespan by providing outreach, education, linkage to community resources, and community engagement.

Key Activities:

- Engage with self-advocates in addressing barriers to inclusion.

Working with officials and SA on voting accessibility. **Sarah** will post materials online and collaborate with SAs to develop 2018 operational plan. **Erica** will also engage with rural disability commissions to determine needs before developing 2018 solicitations.

- Focus efforts on populations who are disproportionately impacted by barriers to inclusion. **Sarah** to share lessons about Latino self-advocacy group on Spanish radio stations and Arizona Horizonte TV program.
- Develop a solicitation that will encourage a reduction to the barriers to inclusion that have been identified by providing outreach, education, linkage to community resources, and community engagement. **Completed this in SA awards made. Erica in concert with Grants committee to draft idea by 9/30.**

Expected Outputs:

1. At least 2 meetings/focus groups with self-advocates will be held to exchange information and discuss ways to decrease barriers to inclusion. **Erica to complete by 9/30.**
2. A list of effective approaches and best practices for efforts to address barriers to inclusion will be developed. **Erica to complete by 9/30/17.**
3. At least 1 committee meeting will be held to discuss research results and develop specific strategies to address identified barriers to inclusion. **Erica to work with Grants. by 9/30**
4. At least 1 competitive solicitation will be developed and issued by the Council. **Erica will work with Marcy to begin a draft.**